



### Contact

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**Founded:** 1997

**Project start:** 2005

**Organization income:** €2,569,000

**Project budget:** €495,000

**Number of project staffers:** 12

**Project location:** Frankfurt am Main

**Reach:** Local

**Target group:** Students enrolled in extracurricular courses at schools general secondary schools (Hauptschule), parents, firms providing vocational training

## THE PROJECT

For today's youth, successfully transitioning from school to work can prove difficult: While many young people are unable to find a suitable apprenticeship, many training positions remain unfilled each year. There are several reasons for this misalignment. Some young people are simply unaware of the spectrum of occupations, while others are unable to identify their own competences and interests. When this Frankfurt-based project was launched in 2005, only one in 20 students in the city's metropolitan area successfully secured a training place each year. The project aims to increase this ratio by providing young people guidance and support as they transition from school into the first labor market. The project's in-school offices are crucial to providing a holistic program that involves one-on-one interviews with every member of a graduating cohort. During these interviews, each young person's interests, aspirations, strengths and weaknesses are explored and documented. Workshops held regularly at vocational training facilities make a variety of occupations come alive to young people, who are provided guidance in identifying a suitable company. Program participants are provided practical support with application forms and, through mock interviews, are prepared for real-life interview situations. Those needing additional support are provided remedial training. By providing local educators training and parents support, the program strengthens role model capacities within the environment. Firms in the area have direct contact with schools, which allows them to more easily identify suitable trainees.

## IMPACT

For young people lacking clear career options, the Frankfurt project provides comprehensive guidance for those in transition. As young people learn to identify their own skills and strengths, they grow increasingly self-confident. The practical support with the application process helps ease their nerves as they establish contact with firms. In short, the project creates optimal conditions for young people in identifying and securing a training place suited to their skills and aspirations. Since its launch in 2005, the percentage of young people transition directly from school to training has more than doubled. Nearly two-thirds of all school-goers who wanted to start training immediately after completing school were successful in achieving this goal. The project's offerings do not end once a young person has successfully secured a training place: Participants can continue to draw on support resources if problems arise with the training firm, vocational facility or at home. The exceptionally close cooperation found between local firms, municipal authorities and civil society is a key feature of the project's success.



### Potential project impact

Objetives and target groups	★ ★ ★ ★ ★
Approach and concept	★ ★ ★ ★ ★
Development of quality standards	★ ★ ★ ★ ★
<b>Organizational performance</b>	
Vision and strategy	★ ★ ★ ★ ★
Leadership and staff management	★ ★ ★ ★ ★
Supervision	★ ★ ★ ★ ★
Finance and oversight	★ ★ ★ ★ ★
Transparency and public relations	★ ★ ★ ★ ★